

"Utah's Job Connection"

Employment / Employer News - Central Region

CONTENTS:

Director's Message 1

Metro Staff Receive Thanks .. 2

Economic Development Corp. 2

Select Comfort 2

State Agency Job Fair 3

America's Job Bank 3

Upcoming Events 3 & 4

Phone Numbers 4



Utah Dept. of Workforce Services

*Stephen D. Maas, Director
Central Region*

*John D. Williams, Manager
Kim M. Auberger, Editor
Cassy Hahn, Co-Editor
Central Region Employer Services
1385 S. State St., Rm. 449
Salt Lake City, UT 84115
(801) 468-0174*

Director's Message by - Stephen D. Maas



On January 14th of this year, the Department of Workforce Services, with the generous help of several corporate sponsors, held its first annual Employers' Conference at the Salt Palace. Now, I am generally suspicious of anything that is a "1st annual," but I remember a Super Bowl between Kansas City and Green Bay, and it still seems to be enjoying a continuous moderate success. I predict that this conference will also!

This year's event was attended by nearly 500 people. There were some interesting exhibits, good speakers, and some valuable workshops that prompted lively discussions. One of the workshops and the keynote luncheon speakers, author Milton Moskowitz, focused on the subject of "How to be a family friendly company," and its affect on retaining quality employees.

As a former employer, this struck me and really got me thinking about how our workforce and our workplace has changed since I entered the workforce in 1973.

My father, at one time, was Director of Employee Relations for Bell Telephone Laboratories, now Lucent Technologies. He used to explain to me how in the boom years of the post war 1950's, Bell and other companies had to begin structuring a benefit program that included health care so that they could recruit and retain the best employees. This was hard to relate to when I entered the job market in 1973, as jobs were scarce. At that time, employers could pick and choose from a large labor pool. Now it seems we are in a labor market reminiscent of the 50's - low unemployment, high training costs, lots of job jumping. Employers are struggling with the question, "How do I recruit and retain the best workers?"

Some solutions today may be similar to the addition of health care as a benefit. Today's society has dramatically changed. I am not making any value judgements nor social statements, however, it is a fact that many, if not most workers, are either single parents, or families dependent upon both parents working. This has caused new stress and challenges for young families. They include the need for: child care, elder care, stress reduction and fitness programs, pre-natal care, and time off to care for sick children or attendance at events in which their children participate.

Many examples were given of how today's companies are becoming more creative in structuring employee benefits around these issues. Can all companies afford to make such benefits available? Of course not. But

as employers struggle with the problem and the cost of recruitment, training, and turnover, some thought needs to be given to adding such items to a structured benefits package. It may very well outweigh the negative costs of low productivity, unhappy employees and turnover.

Utah companies that were recognized at this year's conference for their innovations in these areas were:
 Employer Solutions Group
 Frito-Lay
 Gilson Engineering
 Intermountain Health Care
 JJ Bakd, L.C.
 Jordan Ridge Kids and Teens
 Jordan Valley Supported Employment
 Kencraft
 NPS Pharmaceuticals
 Webber Brothers, Inc.

For information on how to become a more family friendly employer, please contact:
 Lynette Rasmussen – DWS 526-4342

Metro Employment Center Staff Receive Thanks

Russell Dailey, Recruiting Manager for Zions Bancorporation recognized the Metro Employment Center for their recruitment efforts on behalf of Zions in a recent letter to Laurel Morris, Manager, Metro Employment Center.

In the letter Russell writes "Our staff would like to thank you for the wonderful customer service and support that you have provided us during 1998. Your assistance has allowed us to expand out teller testing program in significant areas. Providing the teller test in your offices has created a cost savings for us and allowed us to utilize the space in our corporate HR department much more

effectively... The largest benefit that we realized by moving our test site to your office was the additional recruiting and advertising that your office staff, especially Cheryl Holt, provided. Thanks to your help, we have had the most successful year recruiting qualified tellers since the inception of the program. We have decreased the time to fill positions, decreased turnover, and increased our internal customer service satisfaction..." Russell continues with "we wanted to recognize all that the Metro Workforce Services office has done to benefit our team and help us achieve this milestone."

Congratulations Cheryl and all Metro staff for exceptional customer service!

What is the Economic Development Corporation of Utah?

By - Tom Scott, Existing Business Manager

The Economic Development Corporation of Utah (EDCU) is a statewide, private, non-profit organization, which serves as a catalyst for increased capital investment and quality job growth in Utah. As part of that mission, the EDCU assists local communities and businesses with their expansion and retention efforts.

The Existing Business Dept. can provide information/assistance in the following areas: 1) profiles on Utah's fastest growing industries, 2) social/economic demographics, 3) job training opportunities, 4) profiles of in-state suppliers, 5) government contacts, 6) real estate information, 7) small business assistance programs, and 8) financing options.

The EDCU has other key functions including: recruitment of targeted

businesses for location throughout Utah; marketing Utah's assets as a business location to key decision makers, and; investing grant monies in communities throughout Utah.

Those interested in receiving information from The Economic Development Corporation of Utah should contact: Tom Scott, 215 S State St, Ste. 850, SLC, Utah 84111, (801) 328-8824 - phone, (801) 531-1460 - fax, or www.edcutah.org.

Select Comfort Opens



New Plant

By - Sarah Brenna

Select Comfort, established in 1987, designs, manufacturers and markets a line of air beds with adjustable firmness, including foundations and other sleep accessories. Select Comfort has moved to Salt Lake City and will begin operations in the International Center sometime this Spring.

The Department of Workforce Services has been assisting Select Comfort in their hiring needs and has hosted four open houses on their behalf. The first two open houses were held February 9th and 10th at our Metro Employment Center. The second two were held February 16th and 17th at our South County Employment Center. Over 440 job seekers attended and over 540

applications have been received by Select Comfort.

Thanks goes out to all employment center staff who helped in making these events a great success!

1st State Agency Job Fair A Big Success

By - Sarah Brenna

On February 4, 1999, the Department of Workforce Services held its first State Agency Job Fair, at the Fremont Employment Center. This event showed that when state agencies work together the results are tremendous. There were 14 different State Agencies in attendance recruiting for a variety of professional and entry level positions.

Over 1,000 applicants walked through the doors and were able to talk to representatives from the different state agencies. The job fair also resulted in a large number of resumes being entered into the Utah Skill Match System. The applicants that attended liked being able to talk to so many state agencies at one time. The employers enjoyed being able to make the public aware of their agencies. Some of the comments received: "Have them more often!", "Exceptional!" and "Great Job!" The fair was so successful that you should expect to see similar events in Ogden and Provo in the near future! What is America's Job Bank? A recruitment tool where employers can



list current job openings, search resumes for potential employees, and find Nationwide labor market

information; a resource for job seekers to enter their resumes for possible consideration by employers, search current employer job orders, and receive Nationwide labor market information.

America's Job Bank can be found on the Internet at: www.ajb.dni.us/

If you currently utilize the Department of Workforce Services to post your job openings, you need only ask that your posting also be listed on AJB. From here we can list the job for you. You may also enter your jobs yourself by first registering your company and following the instructions. The first time you access the system you will be asked to select a state in which you are located; e.i., Utah. What actually happens at this point is your request for access is moved to Utah's server. If you have already registered, your current UserID and Password will still be valid.

Effective April 19th, America's Job Bank will be upgraded to version 4.0. New features will include a sub-state (Region search), State on-line Maintenance, E-mail and User Account Broadcast Messaging, Shopping Cart Capability, Address Book and Account Manager, User Personal Links, Benefits Information, Express Resume, Open Resume Format, Restructured Job/Resume Posting (Wizard), Data Archival, Employer Profile/Company Description, Additional Job Order Classifications (seasonal, intern, entry level, etc.), Employer Mini-Bank, Enhanced Search Engines, a new look and feel as well as improved performance for users.

The Department of Workforce Services has always taken the lead technologically, to better assist our employers and job seekers. In keeping with this vision, the Department of

Workforce Services will also be upgrading their internal computerized job match system. The new system (WINS), should be on-line around June of this year. The new computerized job match system will have direct links to America's Job Bank and will also allow employers to post their job orders with the Department of Workforce Services directly through Internet access and allow job seekers to register remotely and search for job listings through an advanced "match" system which will match employer skills, key words, educational level, and job categories with those of the job seekers.

The Department of Workforce Services' Central Region (Salt Lake and Tooele Counties) Employer Services Unit is here to assist you with meeting your staffing needs, as well as provide assistance in listing jobs on-line through America's Job Bank and the new WINS system (once on-line). If you have any questions or comments, please contact one of our Employer Relations Representatives (listed on page four), or the Employer Services Unit at 468-0174.

Upcoming Events

APRIL

- 1ST -** Business to Business - Salt Palace
- 2nd -** Business to Business - Salt Palace
- 7th -** SLCC Job Fair - 8-2 p.m.
- 8th -** SLEC Luncheon Seminar
- 13th -** Clerical Job Fair - Midvale Employment Center
- 21st -** Employer Academy - Downtown Employment Center
- 21st -** SOS/KSL Job Fair - Salt Palace Convention Center

Upcoming Events - cont.**MAY**

- 13th** - Gen. Job Fair - Downtown Employment Center
- 19th** - Employer Academy - South County Employment Center

JUNE

- 16th** - Employer Academy - Metro Employment Center
- 22nd** - SLEC Seminar - Little America
- 23rd** - General Job Fair - Metro Employment Center

Employer Academies are free informational meetings hosted by the Department of Workforce Services. Meetings are held at our Employment Centers, 7:30 a.m. - 9:00 a.m.

SLEC Seminars are luncheon presentations held quarterly. The cost is \$25/per person. Topics that have been discussed at these presentations include the following: Labor Law Updates, Hiring Rights, Employer Handbooks, Recruitment, Resources, Retaining Employees, etc. (Pre-registration is required.)

For location and/or time on the above job fairs, information about the Salt Lake Employer Committee (SLEC), other events, or to register for an upcoming seminar, please contact the Employer Services Unit at (801) 468-0174, or your local Employer Relations Representative.

Important Phone Numbers

Child Care Outreach: 801-526-4342
 Contributions: 801-526-9235
 DWS Administration: 801-526-9675
 Job Order Fax Line: 801-468-0070
 Job Order Phone Line: 801-468-0097
 Labor Market Info: 801-526-9340
 New Hire Reporting: 801-526-4361
 Rapid Response: 801-526-4312
 UI Benefit/Tax Info.: 800-222-2857
 DOL Wage/Hour Div.: 801-524-5706
 Utah Labor Commission 801-530-6801
 Workforce Council: 801-468-0095
 WOTC Tax Credit: 801-526-9484

<http://dws.state.ut.us>

Employer Relations Reps.:

Laureen Royle 801-567-3940
 Sherrill Chapman 801-269-4762
 Sarah Brenna 801-536-7173
 Trina Griffith 435-833-7327
 Jody Davis 801-468-0020
 (OJT, E-1, WEAT)
 Karen Gardner 801-468-0260
 (OJT, WEAT)

PRE-SORTED
 FIRST-CLASS MAIL
 U.S. POSTAGE
 PAID
 SLC, UT
 PERMIT NO. 4621

Utah Department of Workforce Services
 Employer Services Unit - Central Region
 1385 South State Street
 Salt Lake City, Utah 84115
 Return Services Requested

